


MEMORANDUM OF UNDERSTANDING

The following constitutes agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, AFL-CIO, National VA Council#53 (NVAC) regarding the VA-wide implementation of Phase 2 of HR LINK\$.

1. The amount of time allowed for accessing HR LINK\$ will be consistent with procedures currently used for going to or calling HRM and Payroll Offices.
2. No bargaining unit employees shall be adversely affected by the implementation of employee verification with the TALX Corporation's program, Work Number for Everyone (WNFE). That is, if an employee is subject to a charge for employment verification due to the third party's use of WNFE that they would not have incurred under a manual verification process, the Shared Service Center will pay the charge.
3. Local unions may negotiate further on issues not addressed by this MOU and the Master Agreement.
4. The appropriate management official shall provide to the Local Union President a copy of this MOU upon receipt.
5. The parties agree to access points equipped with personal computers (PC's), printers and telephones that interface with HR LINK\$ Shared Service Center.
6. It is agreed that adequate and private access points to HR LINK\$ are essential to its success. Therefore the parties agree to provide access points based on the following formulation. A minimum of one (1) access point for 1 to 50 employees and thereafter one access point for every additional one hundred employees. The matter of access point location is an appropriate subject for local negotiation. This formula constitutes the agreement between the Department and the NVAC for all Phases of HR LINK\$.
7. Employees who have a PC at their work site may elect to use desktop HR LINK\$ in lieu of using the access points. Employees who elect to use this option shall not be adversely affected in doing so.


For the Department


For the National VA Council # 53

1.11.3/99
Date